
Annual Salary Study

**Selected School, District,
and County Personnel**

2002–03



August 2003

**Inez Moore Tenenbaum
State Superintendent of Education**

**2002-03
ANNUAL SALARY STUDY
SELECTED SCHOOL, DISTRICT, AND COUNTY PERSONNEL**

August 2003

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INTRODUCTION

Many variables can determine the compensation of workers, whatever the field. For personnel employed in school districts, four of the primary variables influencing the salaries paid are (1) the enrollment size of the school or district served, (2) length of contract, (3) educational level, and (4) total years of experience.

This publication contains tables that use the above listed variables to display salary ranges, frequencies, and average salaries for 24 different positions. Additional descriptive statistics include median, standard deviation, maximum and minimum salary, and percent change in median salary over the previous year. Due to the level of completeness required on the source for staff information, only the additional descriptive statistics are provided for 19 additional positions.

Information concerning salaries, length of contract, educational level, and years of experience are obtained from the **Professional Certified Staff (PCS) Micro-Computer System**. The PCS file is updated periodically by personnel in the school districts and transmitted to the State Department of Education. At the Department, the district files are merged with information from the teacher certification files. Information for this publication was accessed June 30, 2003.

Several positions were added to the PCS file this year and several positions were combined. The Index of Changes on page 29 details these changes.

As specified in the instructions for the **Professional Certified Staff Micro-Computer System**, the annual salary is the "amount paid for the number of days employed" excluding extracurricula supplements. This salary figure also excludes bonus and incentive pay. Days employed are the number of days an individual receives compensation including all earned leave days.

Only personnel employed full time within the 85 geographic school districts and county education offices are included in this study. Full-time personnel employed in multiple positions are excluded. Length of contract is expressed in months and is determined by days employed: 12-month contract = 240 days or more, 11-month contract = 220–239 days, 10-month contract = 200–219 days, and 9-month contract = 190–199 days. Personnel employed for less than 190 days are excluded from this study.

The average daily membership figures are computed from the FY 2002–03 Average Daily Membership Report for 45-Day Period.

Any comments and suggestions concerning this publication are encouraged and should be directed to the team leader.

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**SALARY DISTRIBUTION OF DISTRICT SUPERINTENDENTS^a BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$85,000	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 to \$109,999	\$110,000 to \$114,999	\$115,000 to \$119,999	\$120,000 to \$124,999	\$125,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM												
0-2,499.99	7	6	4	3	0	2	0	0	0	0	22	\$ 88,362
2,500-4,999.99	0	3	1	3	1	7	3	1	0	1	20	103,269
5,000-7,499.99	1	0	0	0	2	3	2	1	0	0	9	105,156
7,500-9,999.99	0	0	0	0	0	4	3	3	1	1	12	115,406
10,000-14,999.99	0	0	0	0	0	2	1	0	0	3	6	124,746
15,000-19,999.99	0	0	0	0	0	0	2	0	1	2	5	124,652
20,000-24,999.99	0	0	0	0	0	0	0	0	0	2	2	150,857
25,000-29,999.99	0	0	0	0	0	0	0	0	1	1	2	137,724
30,000 +	0	0	0	0	0	0	0	0	0	2	2	152,541
TOTAL	8	9	5	6	3	18	11	5	3	12	80	\$107,432

LENGTH OF CONTRACT												
12 Months	7	6	5	3	2	17	9	5	3	11	68	\$108,953
11 Months	1	1	0	3	0	1	1	0	0	1	8	100,203
10 Months	0	0	0	0	0	0	0	0	0	0	0	-
9 Months	0	2	0	0	1	0	1	0	0	0	4	96,046
TOTAL	8	9	5	6	3	18	11	5	3	12	80	\$107,432

EDUCATIONAL LEVEL												
Doctorate Degree	3	4	3	2	3	12	8	4	2	10	51	\$111,316
Master's +30 Hrs	3	5	1	3	0	6	3	1	0	2	24	101,983
Master's Degree	2	0	1	1	0	0	0	0	1	0	5	93,973
TOTAL	8	9	5	6	3	18	11	5	3	12	80	\$107,432

TOTAL YEARS OF EXPERIENCE												
5-9	0	0	0	0	0	0	0	0	0	2	2	\$157,551
10-14	0	1	0	0	1	0	0	0	0	0	2	92,750
15-19	1	0	0	1	0	1	0	1	0	0	4	99,344
20-24	1	1	1	1	0	0	0	0	0	2	6	101,351
25-29	2	3	1	1	0	5	6	0	0	1	19	103,162
30-34	3	4	3	2	1	8	5	4	2	5	37	108,469
35-39	1	0	0	0	1	4	0	0	0	2	8	111,963
40-44	0	0	0	1	0	0	0	0	1	0	2	109,692
TOTAL	8	9	5	6	3	18	11	5	3	12	80	\$107,432

^aThere are 85 geographic school districts. No information was reported for two superintendents and the length of contract for three superintendents was less than 190 days.

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 107,181
 % Change in Median
 Salary Over One Year = + 1.0%

Maximum Salary = \$ 163,532
 Minimum Salary = \$ 76,500
 Standard Deviation = \$ 19,679

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$70,000	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 to \$104,999	\$105,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	1	5	4	3	2	0	0	0	0	15	\$77,426
2,500-4,999.99	0	5	8	2	2	4	1	0	0	22	81,285
5,000-7,499.99	1	0	3	1	2	2	0	0	0	9	81,899
7,500-9,999.99	0	0	0	1	7	3	2	1	0	14	90,428
10,000-14,999.99	0	0	0	0	2	2	2	1	0	7	93,970
15,000-19,999.99	0	0	0	2	1	1	2	0	0	6	89,981
20,000-24,999.99	0	0	3	4	0	0	0	1	1	9	86,693
25,000-29,999.99	0	0	0	0	1	1	1	0	0	3	90,820
30,000 +	0	0	0	5	1	5	0	1	2	14	94,282
TOTAL	2	10	18	18	18	18	8	4	3	99	\$86,091

LENGTH OF CONTRACT											
12 Months	2	8	14	9	16	16	7	3	3	78	\$86,604
11 Months	0	2	3	8	2	1	1	1	0	18	84,250
10 Months	0	0	0	0	0	0	0	0	0	0	-
9 Months	0	0	1	1	0	1	0	0	0	3	83,803
TOTAL	2	10	18	18	18	18	8	4	3	99	\$86,091

EDUCATIONAL LEVEL											
Doctorate Degree	0	2	5	7	7	10	5	4	3	43	\$90,782
Master's + 30 Hrs	1	6	11	10	9	4	3	0	0	44	82,214
Master's Degree	1	2	2	1	2	4	0	0	0	12	83,502
TOTAL	2	10	18	18	18	18	8	4	3	99	\$86,091

TOTAL YEARS OF EXPERIENCE											
5-9	0	0	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	0	0	-
15-19	0	1	3	1	2	0	0	0	0	7	\$80,636
20-24	1	1	4	6	4	3	1	1	0	21	84,516
25-29	0	6	5	6	1	7	2	1	1	29	84,933
30-34	1	1	6	4	9	6	4	0	2	33	87,968
35-39	0	1	0	0	1	2	0	2	0	6	92,182
40-44	0	0	0	1	1	0	1	0	0	3	88,233
TOTAL	2	10	18	18	18	18	8	4	3	99	\$86,091

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 85,000
 % Change in Median
 Salary Over One Year = + 0.1%

Maximum Salary = \$ 132,384
 Minimum Salary = \$ 56,578
 Standard Deviation = \$ 10,513

**SALARY DISTRIBUTION OF ASSISTANT SUPERINTENDENTS FOR NON-INSTRUCTION (ASSOCIATE, DEPUTY) BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$75,000	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	\$100,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	1	1	0	0	0	0	2	\$81,239
2,500-4,999.99	3	4	3	1	0	0	0	11	78,689
5,000-7,499.99	0	3	1	5	0	1	0	10	85,833
7,500-9,999.99	0	1	2	4	1	2	0	10	88,340
10,000-14,999.99	0	0	1	2	1	3	0	7	91,274
15,000-19,999.99	0	0	0	1	2	5	2	10	97,748
20,000-24,999.99	0	0	0	0	0	1	1	2	99,348
25,000-29,999.99	0	0	0	1	3	2	0	6	93,372
30,000 +	0	0	1	0	0	0	0	1	80,598
TOTAL	3	9	9	14	7	14	3	59	\$88,571

LENGTH OF CONTRACT									
12 Months	3	8	7	14	7	11	2	52	\$88,031
11 Months	0	0	2	0	0	3	1	6	94,988
10 Months	0	0	0	0	0	0	0	0	-
9 Months	0	1	0	0	0	0	0	1	78,181
TOTAL	3	9	9	14	7	14	3	59	\$88,571

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	2	4	3	4	2	15	\$92,552
Master's + 30 Hrs	2	4	4	5	0	4	1	20	86,150
Master's Degree	0	4	1	2	1	1	0	9	85,040
Missing Data	1	1	2	3	3	5	0	15	-
TOTAL	3	9	9	14	7	14	3	59	\$88,571

TOTAL YEARS OF EXPERIENCE									
5-9	1	0	0	0	0	0	0	1	\$69,829
10-14	0	0	0	0	0	0	0	0	-
15-19	0	0	2	2	1	1	0	6	88,923
20-24	1	0	2	2	0	2	2	9	90,723
25-29	0	5	1	3	2	1	0	12	85,115
30-34	0	2	2	3	2	3	0	12	88,533
35-39	0	1	1	1	0	1	1	5	90,234
40-44	0	0	0	0	0	1	0	1	96,311
Missing Data	1	1	1	3	2	5	0	13	-
TOTAL	3	9	9	14	7	14	3	59	\$88,571

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 88,828
 % Change in Median
 Salary Over One Year = - 2.0%

Maximum Salary = \$ 105,570
 Minimum Salary = \$ 69,829
 Standard Deviation = \$ 8,519

**SALARY DISTRIBUTION OF SECONDARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	\$95,000 to \$99,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	1	2	2	0	1	0	0	0	0	6	\$64,859
100-249.99	0	0	1	4	2	1	0	0	0	8	74,346
250-399.99	3	2	6	7	2	1	1	0	0	22	70,023
400-549.99	0	3	5	7	6	0	1	0	1	23	73,075
550-699.99	0	1	5	2	6	1	1	1	0	17	74,694
700-849.99	0	0	3	3	5	6	2	0	0	19	77,817
850-999.99	2	0	1	2	8	7	2	0	1	23	77,858
1,000-1,149.99	0	0	0	2	5	2	4	0	0	13	80,755
1,150-1,299.99	0	0	0	4	7	1	3	0	0	15	78,697
1,300-1,449.99	0	0	1	0	2	4	3	0	0	10	81,692
1,450-1,599.99	0	0	0	0	3	4	4	4	0	15	85,055
1,600 +	1	1	1	2	4	12	9	4	0	34	81,949
TOTAL	7	9	25	33	51	39	30	9	2	205	\$77,334

LENGTH OF CONTRACT											
12 Months	1	5	11	27	40	32	26	7	2	151	\$79,153
11 Months	3	3	10	5	9	7	3	2	0	42	73,901
10 Months	1	1	0	0	0	0	0	0	0	2	59,853
9 Months	2	0	4	1	2	0	1	0	0	10	67,778
TOTAL	7	9	25	33	51	39	30	9	2	205	\$77,334

EDUCATIONAL LEVEL											
Doctorate Degree	0	1	2	2	8	4	9	5	2	33	\$83,327
Master's + 30 Hrs	0	4	20	17	33	22	9	4	0	109	76,822
Master's Degree	7	4	3	14	10	13	12	0	0	63	75,082
TOTAL	7	9	25	33	51	39	30	9	2	205	\$77,334

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	0	0	0	0	1	0	1	\$91,843
5-9	3	1	2	0	3	0	0	0	0	9	65,733
10-14	2	0	0	8	3	3	3	0	0	19	75,392
15-19	1	1	2	7	16	3	4	0	0	34	76,582
20-24	0	0	6	9	6	4	2	1	0	28	76,080
25-29	1	3	5	3	12	16	10	2	1	53	79,354
30-34	0	4	7	5	8	12	7	3	1	47	78,244
35-39	0	0	3	1	3	1	4	2	0	14	80,024
TOTAL	7	9	25	33	51	39	30	9	2	205	\$77,334

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 78,000
 % Change in Median
 Salary Over One Year = + 0.4%

Maximum Salary = \$ 99,346
 Minimum Salary = \$ 38,399
 Standard Deviation = \$ 8,935

**SALARY DISTRIBUTION OF SECONDARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$45,000	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	1	0	0	1	0	1	3	\$69,914
100-249.99	0	0	1	2	0	0	0	1	0	4	61,474
250-399.99	0	1	0	11	2	0	0	0	0	14	57,194
400-549.99	2	1	3	10	8	1	0	0	0	25	57,369
550-699.99	1	2	3	7	5	5	1	0	0	24	59,129
700-849.99	1	3	5	5	12	5	3	3	1	38	61,467
850-999.99	1	3	7	15	9	5	3	2	0	45	60,145
1,000-1,149.99	0	2	6	9	9	8	0	1	0	35	60,507
1,150-1,299.99	0	1	7	12	15	4	4	0	0	43	60,720
1,300-1,449.99	0	3	3	9	11	6	3	1	0	36	61,361
1,450-1,599.99	1	2	12	18	7	11	1	1	0	53	59,384
1,600 +	3	2	20	23	30	25	14	5	0	122	61,975
TOTAL	9	20	67	122	108	70	30	14	2	442	\$60,629

LENGTH OF CONTRACT											
12 Months	1	1	0	17	45	26	15	4	2	111	\$64,759
11 Months	1	6	28	52	37	35	12	8	0	179	61,286
10 Months	6	12	34	51	24	7	3	1	0	138	56,785
9 Months	1	1	5	2	2	2	0	1	0	14	57,379
TOTAL	9	20	67	122	108	70	30	14	2	442	\$60,629

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	4	3	3	6	5	1	22	\$69,056
Master's + 30 Hrs	4	7	28	64	75	47	18	4	1	248	61,476
Master's Degree	4	12	37	53	29	19	6	5	0	165	58,503
Bachelor's +18 Hrs	0	1	1	1	0	1	0	0	0	4	55,713
Bachelor's Degree	1	0	0	0	0	0	0	0	0	1	41,278
Missing Data	0	0	1	0	1	0	0	0	0	2	-
TOTAL	9	20	67	122	108	70	30	14	2	442	\$60,629

TOTAL YEARS OF EXPERIENCE											
0-4	0	1	1	1	0	0	0	0	0	3	\$53,194
5-9	6	8	16	20	9	2	1	0	0	62	54,649
10-14	1	8	27	26	14	5	1	0	0	82	56,443
15-19	0	2	7	33	15	8	1	0	0	66	59,255
20-24	0	1	8	22	24	17	5	3	1	81	62,685
25-29	2	0	6	7	23	19	12	3	1	73	64,597
30-34	0	0	1	10	16	17	10	6	0	60	66,027
35-39	0	0	0	3	5	2	0	1	0	11	63,766
40 +	0	0	0	0	1	0	0	1	0	2	69,650
Missing Data	0	0	1	0	1	0	0	0	0	2	-
TOTAL	9	20	67	122	108	70	30	14	2	442	\$60,629

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 60,294
 % Change in Median
 Salary Over One Year = + 0.7%

Maximum Salary = \$ 81,924
 Minimum Salary = \$ 36,360
 Standard Deviation = \$ 7,463

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
100-249.99	0	0	2	2	3	0	0	0	7	\$68,216
250-399.99	1	2	4	12	6	1	0	1	27	67,470
400-549.99	1	1	4	15	13	8	5	1	48	71,827
550-699.99	1	0	3	9	16	11	3	2	45	72,863
700-849.99	0	0	2	8	16	12	4	3	45	74,705
850-999.99	0	2	0	1	6	12	6	2	29	76,596
1,000-1,149.99	0	0	0	1	1	5	3	0	10	77,419
1,150-1,299.99	0	0	0	1	0	3	1	0	5	77,290
1,300-1,449.99	0	0	0	0	0	1	2	1	4	82,781
1,450-1,599.99	0	0	0	0	0	0	1	0	1	81,388
TOTAL	3	5	15	49	61	53	25	10	221	\$73,221

LENGTH OF CONTRACT										
12 Months	0	2	11	37	40	45	17	8	160	\$73,894
11 Months	1	2	3	7	17	8	6	2	46	72,666
10 Months	2	1	0	1	1	0	1	0	6	62,979
9 Months	0	0	1	4	3	0	1	0	9	70,918
TOTAL	3	5	15	49	61	53	25	10	221	\$73,221

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	0	6	4	10	4	24	\$79,734
Master's + 30 Hrs	1	1	7	30	34	31	10	6	120	73,405
Master's Degree	2	4	8	19	21	18	5	0	77	70,905
TOTAL	3	5	15	49	61	53	25	10	221	\$73,221

TOTAL YEARS OF EXPERIENCE										
0-4	0	0	0	0	0	0	0	0	0	-
5-9	0	1	4	5	3	1	0	1	15	\$68,544
10-14	2	1	1	10	8	2	1	0	25	68,996
15-19	0	0	1	14	10	3	1	1	30	71,450
20-24	0	0	4	7	15	13	6	4	49	74,440
25-29	1	2	2	5	19	22	6	2	59	74,680
30-34	0	1	2	8	5	10	11	2	39	75,286
35-39	0	0	0	0	1	2	0	0	3	78,146
40-44	0	0	1	0	0	0	0	0	1	61,057
TOTAL	3	5	15	49	61	53	25	10	221	\$73,221

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 73,825
 % Change in Median
 Salary Over One Year = + 0.9%

Maximum Salary = \$ 88,971
 Minimum Salary = \$ 48,659
 Standard Deviation = \$ 7,093

**SALARY DISTRIBUTION OF MIDDLE/JUNIOR HIGH ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
100-249.99	0	0	0	1	0	0	0	0	1	\$50,869
250-399.99	0	2	0	3	8	2	0	0	15	55,338
400-549.99	1	2	4	7	23	7	5	1	50	56,960
550-699.99	0	2	2	17	17	16	6	2	62	58,222
700-849.99	1	2	7	19	24	16	8	0	77	56,826
850-999.99	0	3	3	16	19	11	6	5	63	57,928
1,000-1,149.99	0	0	3	5	6	5	5	1	25	58,909
1,150-1,299.99	0	1	1	2	5	2	0	0	11	54,584
1,300-1,449.99	0	0	1	4	1	3	3	0	12	58,616
1,450-1,599.99	0	0	0	0	0	3	0	1	4	65,460
TOTAL	2	12	21	74	103	65	33	10	320	\$57,507

LENGTH OF CONTRACT										
12 Months	0	0	1	9	20	7	11	5	53	\$60,443
11 Months	0	1	2	16	18	37	5	4	83	59,597
10 Months	2	10	16	46	59	21	14	1	169	55,742
9 Months	0	1	2	3	6	0	3	0	15	55,445
TOTAL	2	12	21	74	103	65	33	10	320	\$57,507

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	1	0	1	2	11	3	18	\$66,516
Master's + 30 Hrs	1	4	8	29	68	47	20	6	183	58,677
Master's Degree	1	7	11	39	34	16	2	1	111	54,628
Bachelor's + 18 Hrs	0	0	1	3	0	0	0	0	4	50,202
Bachelor's Degree	0	1	0	1	0	0	0	0	2	47,374
Missing Data	0	0	0	2	0	0	0	0	2	-
TOTAL	2	12	21	74	103	65	33	10	320	\$57,507

TOTAL YEARS OF EXPERIENCE										
0-4	1	1	1	2	0	0	0	0	5	\$46,451
5-9	1	8	11	26	12	4	0	1	63	51,697
10-14	0	3	6	13	18	3	0	0	43	53,893
15-19	0	0	1	12	15	14	2	0	44	57,592
20-24	0	0	2	7	16	25	7	1	58	60,281
25-29	0	0	0	9	21	11	9	2	52	60,179
30-34	0	0	0	2	18	7	9	5	41	62,462
35-39	0	0	0	1	3	1	6	1	12	63,945
Missing Data	0	0	0	2	0	0	0	0	2	-
TOTAL	2	12	21	74	103	65	33	10	320	\$57,507

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 57,632
 % Change in Median
 Salary Over One Year = + 1.4%

Maximum Salary = \$ 78,364
 Minimum Salary = \$ 38,669
 Standard Deviation = \$ 6,763

**SALARY DISTRIBUTION OF ELEMENTARY HEAD PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	1	0	0	0	0	0	1	0	2	\$67,151
100-199.99	0	1	1	8	3	4	3	2	0	22	67,860
200-299.99	0	1	2	28	13	21	3	4	0	72	67,732
300-399.99	0	1	6	24	27	28	12	3	2	103	69,062
400-499.99	0	0	8	22	29	34	14	9	2	118	70,185
500-599.99	1	1	5	21	36	33	18	4	1	120	69,615
600-699.99	1	1	3	4	12	26	22	4	2	75	72,181
700-799.99	0	0	2	2	10	16	12	2	3	47	72,753
800-899.99	0	0	1	1	7	6	11	4	0	30	73,451
900-999.99	0	0	0	0	2	4	8	1	1	16	75,265
1,000-1,099.99	0	0	0	0	1	0	0	0	0	1	67,711
1,100 +	0	0	0	2	1	3	0	3	0	9	73,249
TOTAL	2	6	28	112	141	175	103	37	11	615	\$70,278

LENGTH OF CONTRACT											
12 Months	0	2	13	90	98	137	83	30	8	461	\$70,764
11 Months	1	2	8	12	34	38	18	5	3	121	70,178
10 Months	0	0	5	0	1	0	1	0	0	7	61,499
9 Months	1	2	2	10	8	0	1	2	0	26	64,484
TOTAL	2	6	28	112	141	175	103	37	11	615	\$70,278

EDUCATIONAL LEVEL											
Doctorate Degree	0	1	0	7	6	15	29	19	8	85	\$76,153
Master's + 30 Hrs	2	3	15	70	100	121	50	14	3	378	69,710
Master's Degree	0	2	13	35	35	39	24	4	0	152	68,404
TOTAL	2	6	28	112	141	175	103	37	11	615	\$70,278

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	0	0	1	0	0	0	0	1	\$68,320
5-9	0	1	5	11	5	6	0	0	0	28	63,891
10-14	0	0	6	18	15	14	0	0	0	53	65,925
15-19	0	1	3	18	18	24	6	1	0	71	68,151
20-24	0	1	5	25	34	40	20	5	1	131	69,988
25-29	0	2	7	22	51	57	34	15	3	191	71,228
30-34	2	1	2	15	14	30	34	16	6	120	73,224
35-39	0	0	0	3	3	3	9	0	1	19	73,485
40 +	0	0	0	0	0	1	0	0	0	1	74,613
TOTAL	2	6	28	112	141	175	103	37	11	615	\$70,278

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 70,338
 % Change in Median
 Salary Over One Year = + 0.8%

Maximum Salary = \$ 90,635
 Minimum Salary = \$ 48,424
 Standard Deviation = \$ 6,835

**SALARY DISTRIBUTION OF ELEMENTARY ASSISTANT PRINCIPALS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 +	TOTAL	Average Salary
SCHOOL 45-DAY ADM										
0-99.99	0	0	0	0	0	0	0	0	0	-
100-199.99	0	0	0	0	0	0	2	0	2	\$63,081
200-299.99	1	0	0	0	2	5	3	0	11	55,069
300-399.99	0	0	1	1	4	9	2	1	18	55,727
400-499.99	1	2	2	11	17	15	5	2	55	53,003
500-599.99	0	0	10	14	25	27	18	3	97	54,359
600-699.99	0	0	5	13	26	26	6	1	77	53,753
700-799.99	0	0	2	6	15	21	5	3	52	55,398
800-899.99	0	0	1	4	6	14	3	1	29	55,151
900-999.99	0	0	0	2	7	10	5	1	25	57,226
1,000-1,099.99	0	0	0	0	0	0	0	0	0	-
1,100 +	0	0	0	1	3	5	2	0	11	56,216
TOTAL	2	2	21	52	105	132	51	12	377	\$54,618

LENGTH OF CONTRACT										
12 Months	0	0	0	0	5	19	9	0	33	\$57,672
11 Months	0	0	2	13	25	21	18	3	82	55,530
10 Months	1	2	14	36	60	91	23	9	236	54,447
9 Months	1	0	5	3	15	1	1	0	26	49,420
TOTAL	2	2	21	52	105	132	51	12	377	\$54,618

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	0	1	1	5	8	3	18	\$60,813
Master's + 30 Hrs	0	0	7	19	75	91	30	5	227	55,344
Master's Degree	0	2	13	31	29	36	13	4	128	52,977
Bachelor's +18 Hrs	2	0	1	1	0	0	0	0	4	38,092
Bachelor's Degree	0	0	0	0	0	0	0	0	0	-
TOTAL	2	2	21	52	105	132	51	12	377	\$54,618

TOTAL YEARS OF EXPERIENCE										
0-4	1	0	0	4	0	0	0	0	5	\$45,225
5-9	1	2	17	16	14	15	2	0	67	49,278
10-14	0	0	3	21	28	16	5	0	73	52,204
15-19	0	0	1	6	26	23	5	1	62	54,829
20-24	0	0	0	5	14	30	20	3	72	57,664
25-29	0	0	0	0	11	29	17	4	61	58,658
30-34	0	0	0	0	12	14	1	3	30	56,638
35-39	0	0	0	0	0	5	1	1	7	60,579
TOTAL	2	2	21	52	105	132	51	12	377	\$54,618

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 55,136
 % Change in Median
 Salary Over One Year = + 1.4%

Maximum Salary = \$ 73,080
 Minimum Salary = \$ 32,449
 Standard Deviation = \$ 6,107

**SALARY DISTRIBUTION OF SCHOOL LIBRARIANS/MEDIA SPECIALISTS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	TOTAL	Average Salary
SCHOOL 45-DAY ADM											
0-99.99	0	0	0	1	0	0	0	0	0	1	\$44,581
100-249.99	0	5	3	10	16	12	4	0	0	50	46,393
250-399.99	1	14	23	42	45	48	8	3	0	184	45,936
400-549.99	1	12	31	44	61	67	14	3	0	233	46,493
550-699.99	0	7	25	40	62	50	14	2	0	200	46,816
700-849.99	0	7	14	18	44	36	10	2	1	132	47,518
850-999.99	1	3	9	7	23	34	3	2	1	83	48,201
1,000-1,149.99	0	3	5	6	9	9	4	2	0	38	46,990
1,150-1,299.99	0	2	4	8	10	11	0	0	0	35	46,364
1,300-1,449.99	0	1	3	3	6	9	2	0	1	25	48,630
1,450-1,599.99	0	1	5	3	7	9	3	1	0	29	48,109
1,600 +	0	1	2	7	10	24	9	3	1	57	51,026
TOTAL	3	56	124	189	293	309	71	18	4	1,067	\$47,060

LENGTH OF CONTRACT											
12 Months	0	0	0	0	0	0	1	0	0	1	\$58,677
11 Months	0	0	0	0	1	2	3	1	0	7	55,070
10 Months	0	6	28	35	67	77	31	6	3	253	48,721
9 Months	3	50	96	154	225	230	36	11	1	806	46,455
TOTAL	3	56	124	189	293	309	71	18	4	1,067	\$47,060

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	3	5	9	3	20	\$59,935
Master's + 30 Hrs	0	2	21	53	126	243	61	9	1	516	50,273
Master's Degree	2	42	87	97	147	63	5	0	0	443	43,959
Bachelor's +18 Hrs	0	8	11	33	17	0	0	0	0	69	41,490
Bachelor's Degree	1	4	5	6	3	0	0	0	0	19	38,784
TOTAL	3	56	124	189	293	309	71	18	4	1,067	\$47,060

TOTAL YEARS OF EXPERIENCE											
0-4	2	43	26	1	0	0	0	0	0	72	\$34,083
5-9	1	12	74	28	2	2	0	0	0	119	38,541
10-14	0	0	23	97	41	4	0	0	0	165	43,458
15-19	0	0	0	24	98	41	2	4	0	169	48,399
20-24	0	0	1	11	56	90	16	6	1	181	51,087
25-29	0	1	0	13	68	102	29	5	2	220	51,411
30-34	0	0	0	9	22	59	21	2	1	114	51,812
35-39	0	0	0	6	5	10	2	1	0	24	49,923
40-44	0	0	0	0	1	1	1	0	0	3	53,694
TOTAL	3	56	124	189	293	309	71	18	4	1,067	\$47,060

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 48,222
 % Change in Median
 Salary Over One Year = + 1.2%

Maximum Salary = \$ 67,116
 Minimum Salary = \$ 25,619
 Standard Deviation = \$ 6,776

**SALARY DISTRIBUTION OF SCHOOL GUIDANCE COUNSELORS BASED ON
SCHOOL AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$25,000 to \$29,999	\$30,000 to \$34,999	to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 +	TOTAL	Average Salary
0-99.99	0	0	0	0	0	1	0	0	0	1	\$50,892
100-249.99	1	1	12	7	7	10	8	1	0	47	46,548
250-399.99	0	16	26	35	38	35	23	3	1	177	46,166
400-549.99	0	16	40	41	48	75	19	3	1	243	46,564
550-699.99	0	18	45	44	58	73	20	6	3	267	46,780
700-849.99	2	14	22	34	50	53	26	6	2	209	47,761
850-999.99	0	11	28	21	32	45	25	6	8	176	48,451
1,000-1,149.99	0	3	10	14	13	21	7	1	3	72	48,272
1,150-1,299.99	0	1	6	10	15	16	7	4	2	61	49,524
1,300-1,449.99	0	4	4	6	6	18	10	1	2	51	49,790
1,450-1,599.99	0	3	8	10	10	13	13	4	5	66	50,545
1,600 +	1	6	23	22	22	31	26	12	7	150	49,258
TOTAL	4	93	224	244	299	391	184	47	34	1,520	\$47,688

LENGTH OF CONTRACT											
12 Months	0	0	1	2	2	3	16	10	11	45	\$59,949
11 Months	0	2	4	7	13	15	29	16	14	100	55,636
10 Months	1	15	76	96	81	182	108	7	6	572	48,757
9 Months	3	76	143	139	203	191	31	14	3	803	45,249
TOTAL	4	93	224	244	299	391	184	47	34	1,520	\$47,688

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	1	0	1	10	15	17	44	\$63,374
Master's + 30 Hrs	1	8	89	130	148	299	136	25	13	849	49,653
Master's Degree	3	80	131	108	147	89	38	7	4	607	44,043
Bachelor's +18 Hrs	0	3	3	5	4	1	0	0	0	16	40,947
Bachelor's Degree	0	1	1	0	0	0	0	0	0	2	33,826
Missing Data	0	1	0	0	0	1	0	0	0	2	-
TOTAL	4	93	224	244	299	391	184	47	34	1,520	\$47,688

TOTAL YEARS OF EXPERIENCE											
0-4	3	86	96	15	0	1	0	0	0	201	\$35,617
5-9	0	6	118	97	12	1	1	0	0	235	40,078
10-14	0	0	6	109	69	8	2	0	0	194	44,692
15-19	0	0	2	19	98	62	10	5	1	197	49,326
20-24	0	0	1	0	57	136	50	9	5	258	52,929
25-29	0	0	0	2	43	118	78	18	12	271	54,470
30-34	1	0	1	1	16	54	34	11	12	130	55,543
35-39	0	0	0	0	2	9	6	3	4	24	57,159
40-44	0	0	0	1	2	1	2	1	0	7	52,776
45 +	0	0	0	0	0	0	1	0	0	1	57,302
Missing Data	0	1	0	0	0	1	0	0	0	2	-
TOTAL	4	93	224	244	299	391	184	47	34	1,520	\$47,688

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 48,777
 % Change in Median
 Salary Over One Year = + 0.9%

Maximum Salary = \$ 76,461
 Minimum Salary = \$ 27,802
 Standard Deviation = \$ 8,245

**SALARY DISTRIBUTION OF CAREER AND TECHNOLOGY EDUCATION CENTER DIRECTORS BASED ON
CENTER STUDENT COUNT, LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	TOTAL	Average Salary
STUDENT COUNT									
100-249.99	0	1	1	0	0	0	0	2	\$68,709
250-399.99	1	0	1	0	0	0	0	2	67,213
400-549.99	1	0	2	4	0	0	0	7	74,285
550-699.99	0	0	2	1	1	0	0	4	75,625
700-849.99	0	0	3	3	0	0	0	6	74,278
850-999.99	0	1	1	1	0	0	1	4	77,563
1,000-1,149.99	0	0	1	0	0	0	0	1	73,475
1,150-1,299.99	0	0	1	0	0	0	0	1	74,885
1,300-1,449.99	0	0	0	0	0	1	0	1	85,212
1,450-1,599.99	0	0	0	0	0	0	0	0	-
TOTAL	2	2	12	9	1	1	1	28	\$74,423

LENGTH OF CONTRACT									
12 Months	2	1	11	7	1	0	1	23	\$74,052
11 Months	0	0	0	2	0	1	0	3	80,600
10 Months	0	0	0	0	0	0	0	0	-
9 Months	0	1	1	0	0	0	0	2	69,420
TOTAL	2	2	12	9	1	1	1	28	\$74,423

EDUCATIONAL LEVEL									
Doctorate Degree	1	0	0	3	0	0	1	5	\$76,547
Master's + 30 Hrs	1	2	7	4	0	1	0	15	73,925
Master's Degree	0	0	5	2	1	0	0	8	74,028
TOTAL	2	2	12	9	1	1	1	28	\$74,423

TOTAL YEARS OF EXPERIENCE									
0-4	0	0	0	0	0	0	0	0	-
5-9	0	0	1	0	0	0	0	1	\$70,671
10-14	0	0	0	0	0	0	0	0	-
15-19	0	0	0	0	0	0	0	0	-
20-24	0	0	0	2	0	0	0	2	77,108
25-29	0	0	8	5	0	0	0	13	74,460
30-34	0	0	3	2	0	1	1	7	78,584
35-39	2	2	0	0	0	0	0	4	65,143
40 +	0	0	0	0	1	0	0	1	80,311
TOTAL	2	2	12	9	1	1	1	28	\$74,423

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 74,620
 % Change in Median
 Salary Over One Year = + 0.4%

Maximum Salary = \$ 90,402
 Minimum Salary = \$ 62,400
 Standard Deviation = \$ 5,816

**SALARY DISTRIBUTION OF CAREER AND TECHNOLOGY EDUCATION CENTER ASSISTANT DIRECTORS BASED ON
CENTER STUDENT COUNT, LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	TOTAL	Average Salary
STUDENT COUNT							
100-249.99	0	0	0	0	0	0	-
250-399.99	0	0	0	0	0	0	-
400-549.99	0	0	2	2	0	4	\$65,841
550-699.99	2	0	0	0	0	2	51,079
700-849.99	2	0	1	2	0	5	60,424
850-999.99	0	0	2	2	0	4	64,876
1,000-1,149.99	0	0	1	0	0	1	64,594
1,150-1,299.99	0	0	0	0	0	0	-
1,300-1,449.99	0	0	0	1	1	2	70,350
1,450-1,599.99	0	0	0	0	0	0	-
1,600 +	0	0	0	0	0	0	-
TOTAL	4	0	6	7	1	18	\$62,913

LENGTH OF CONTRACT							
12 Months	1	0	3	3	0	7	\$63,762
11 Months	0	0	2	2	1	5	66,683
10 Months	3	0	1	1	0	5	57,061
9 Months	0	0	0	1	0	1	67,385
TOTAL	4	0	6	7	1	18	\$62,913

EDUCATIONAL LEVEL							
Doctorate Degree	0	0	0	1	0	1	\$67,385
Master's + 30 Hrs	2	0	5	5	1	13	64,110
Master's Degree	2	0	1	1	0	4	57,907
TOTAL	4	0	6	7	1	18	\$62,913

TOTAL YEARS OF EXPERIENCE							
0-4	0	0	0	0	0	0	-
5-9	0	0	0	1	0	1	\$65,000
10-14	1	0	0	0	0	1	54,419
15-19	1	0	1	0	0	2	57,656
20-24	1	0	1	4	0	6	63,712
25-29	0	0	2	1	1	4	67,368
30-34	1	0	1	1	0	3	60,531
35 +	0	0	1	0	0	1	64,372
TOTAL	4	0	6	7	1	18	\$62,913

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 64,605
 % Change in Median
 Salary Over One Year = 0%

Maximum Salary = \$ 71,046
 Minimum Salary = \$ 50,000
 Standard Deviation = \$ 6,524

**SALARY DISTRIBUTION OF DIRECTORS OF PERSONNEL BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$60,000	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	1	0	2	2	0	0	0	0	5	\$63,857
2,500-4,999.99	1	2	1	2	2	0	0	1	9	70,123
5,000-7,499.99	0	1	2	0	1	0	0	0	4	68,531
7,500-9,999.99	1	0	1	1	2	2	1	1	9	77,262
10,000-14,999.99	0	0	1	0	2	1	0	0	4	76,478
15,000-19,999.99	0	0	0	0	0	2	0	1	3	85,653
20,000-24,999.99	0	0	0	0	3	0	0	0	3	77,828
25,000-29,999.99	0	0	0	1	2	0	0	0	3	75,023
30,000 +	0	1	1	0	2	0	0	0	4	71,524
TOTAL	3	4	8	6	14	5	1	3	44	\$73,350

LENGTH OF CONTRACT										
12 Months	2	3	7	6	14	4	1	3	40	\$74,048
11 Months	0	0	1	0	0	1	0	0	2	75,540
10 Months	0	1	0	0	0	0	0	0	1	64,398
9 Months	1	0	0	0	0	0	0	0	1	50,000
TOTAL	3	4	8	6	14	5	1	3	44	\$73,350

EDUCATIONAL LEVEL										
Doctorate Degree	0	0	1	1	5	1	0	2	10	\$79,459
Master's + 30 Hrs	1	1	4	4	6	4	1	1	22	74,708
Master's Degree	0	2	2	0	1	0	0	0	5	67,984
Bachelor's + 18 Hrs	0	0	0	0	0	0	0	0	0	-
Bachelor's Degree	1	0	0	0	0	0	0	0	1	38,729
Missing Data	1	1	1	1	2	0	0	0	6	-
TOTAL	3	4	8	6	14	5	1	3	44	\$73,350

TOTAL YEARS OF EXPERIENCE										
0-4	1	0	0	0	0	0	0	0	1	\$38,729
5-9	0	0	0	0	0	0	0	0	0	-
10-14	0	0	1	0	0	0	0	0	1	68,906
15-19	0	0	1	0	0	1	0	0	2	75,478
20-24	0	1	1	1	1	1	0	1	6	76,588
25-29	0	1	2	3	6	2	1	2	17	77,323
30-34	1	1	2	1	5	1	0	0	11	71,293
Missing Data	1	1	1	1	2	0	0	0	6	-
TOTAL	3	4	8	6	14	5	1	3	44	\$73,350

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 75,753
 % Change in Median
 Salary Over One Year = + 2.1%

Maximum Salary = \$ 92,355
 Minimum Salary = \$ 38,729
 Standard Deviation = \$ 10,551

**SALARY DISTRIBUTION OF COORDINATORS OF FEDERAL PROJECTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	1	0	3	1	0	0	5	\$66,312
2,500-4,999.99	1	2	1	2	2	1	0	9	64,189
5,000-7,499.99	0	0	0	0	0	0	0	0	-
7,500-9,999.99	0	0	1	1	0	0	0	2	65,738
10,000-14,999.99	0	1	0	0	1	0	0	2	65,714
15,000-19,999.99	0	0	0	1	0	1	0	2	70,230
20,000-24,999.99	0	1	0	1	3	0	1	6	71,352
25,000-29,999.99	0	1	0	0	0	1	0	2	67,527
30,000 +	0	0	0	0	0	1	0	1	78,968
TOTAL	1	6	2	8	7	4	1	29	\$67,405

LENGTH OF CONTRACT									
12 Months	0	4	2	6	6	4	1	23	\$69,057
11 Months	1	1	0	2	1	0	0	5	61,474
10 Months	0	1	0	0	0	0	0	1	59,077
9 Months	0	0	0	0	0	0	0	0	-
TOTAL	1	6	2	8	7	4	1	29	\$67,405

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	1	2	0	3	\$75,403
Master's + 30 Hrs	1	3	1	6	6	2	0	19	66,966
Master's Degree	0	1	1	2	0	0	1	5	67,619
Missing Data	0	2	0	0	0	0	0	2	-
TOTAL	1	6	2	8	7	4	1	29	\$67,405

TOTAL YEARS OF EXPERIENCE									
0-4	0	0	0	0	0	0	0	0	-
5-9	0	0	0	0	0	0	0	0	-
10-14	0	1	0	0	0	0	0	1	\$57,789
15-19	0	1	0	0	0	0	0	1	56,032
20-24	0	0	0	0	2	0	0	2	71,865
25-29	0	0	2	3	2	1	0	8	68,403
30-34	1	2	0	1	1	2	1	8	67,473
35-39	0	0	0	4	1	1	0	6	69,880
40-44	0	0	0	0	1	0	0	1	72,828
Missing Data	0	2	0	0	0	0	0	2	-
TOTAL	1	6	2	8	7	4	1	29	\$67,405

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 67,600
 % Change in Median
 Salary Over One Year = - 0.8%

Maximum Salary = \$ 83,664
 Minimum Salary = \$ 41,843
 Standard Deviation = \$ 8,411

**SALARY DISTRIBUTION OF SOCIAL WORKERS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$25,000	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	0	1	1	0	2	1	0	0	0	5	\$38,153
2,500-4,999.99	0	0	1	0	2	1	0	2	0	6	48,201
5,000-7,499.99	4	1	1	0	0	0	0	0	1	7	29,847
7,500-9,999.99	0	0	1	5	4	2	4	0	2	18	45,444
10,000-14,999.99	0	2	0	2	1	3	1	0	0	9	40,844
15,000-19,999.99	0	0	1	0	0	0	0	0	0	1	31,398
20,000-24,999.99	0	0	3	4	2	4	4	0	0	17	43,146
25,000-29,999.99	0	0	0	1	1	0	1	0	0	3	44,856
30,000 +	0	0	0	0	6	5	0	4	1	16	48,660
TOTAL	4	4	8	12	18	16	10	6	4	82	\$43,323

LENGTH OF CONTRACT											
12 Months	0	0	1	0	1	0	0	4	3	9	\$54,758
11 Months	0	0	0	1	0	0	0	0	1	2	50,061
10 Months	1	2	4	7	5	7	7	2	0	35	43,370
9 Months	3	2	3	4	12	9	3	0	0	36	40,044
TOTAL	4	4	8	12	18	16	10	6	4	82	\$43,323

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	0	0	1	0	0	1	\$54,870
Master's + 30 Hrs	0	0	0	0	4	7	7	2	3	23	50,929
Master's Degree	0	1	2	1	1	2	2	2	0	11	43,819
Bachelor's +18 Hrs	0	0	0	0	0	1	0	0	0	1	46,248
Bachelor's Degree	0	0	2	0	2	1	0	0	0	5	38,191
Missing Data	4	3	4	11	11	5	0	2	1	41	-
TOTAL	4	4	8	12	18	16	10	6	4	82	\$43,323

TOTAL YEARS OF EXPERIENCE											
0-4	0	0	2	0	2	1	0	0	0	5	\$38,937
5-9	0	1	1	1	1	0	0	0	0	4	34,279
10-14	0	0	1	0	4	5	0	0	1	11	45,174
15-19	0	0	0	0	2	2	1	2	1	8	50,558
20-24	0	1	0	0	2	2	4	2	0	11	48,423
25-29	0	0	0	0	0	3	5	2	0	10	51,846
30-34	0	0	0	0	0	1	0	0	1	2	56,142
35-39	0	0	0	0	0	0	0	0	1	1	63,940
Missing Data	4	2	4	11	7	2	0	0	0	30	-
TOTAL	4	4	8	12	18	16	10	6	4	82	\$43,323

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 43,150
 % Change in Median
 Salary Over One Year = + 2.0%

Maximum Salary = \$ 63,940
 Minimum Salary = \$ 19,170
 Standard Deviation = \$ 9,978

**SALARY DISTRIBUTION OF SCHOOL PSYCHOLOGISTS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$35,000	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	0	2	0	0	2	2	2	0	0	8	\$51,753
2,500-4,999.99	1	2	6	0	5	4	2	2	0	22	50,007
5,000-7,499.99	0	2	2	5	3	4	5	1	0	22	52,636
7,500-9,999.99	0	9	2	11	14	7	6	1	1	51	50,959
10,000-14,999.99	1	4	8	5	9	6	5	7	1	46	52,916
15,000-19,999.99	0	2	9	9	13	4	3	3	2	45	51,839
20,000-24,999.99	0	0	2	7	9	12	2	0	0	32	52,744
25,000-29,999.99	0	3	5	2	7	8	4	3	1	33	53,692
30,000 +	0	1	1	4	18	13	0	5	1	43	54,389
TOTAL	2	25	35	43	80	60	29	22	6	302	\$52,438

LENGTH OF CONTRACT											
12 Months	0	0	1	5	2	13	5	7	4	37	\$59,505
11 Months	0	0	1	0	0	6	4	3	0	14	59,109
10 Months	0	19	28	31	62	37	18	12	1	208	51,554
9 Months	2	6	5	7	16	4	2	0	1	43	48,464
TOTAL	2	25	35	43	80	60	29	22	6	302	\$52,438

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	4	5	7	8	10	12	3	49	\$58,683
Master's + 30 Hrs	0	25	31	36	71	50	16	10	3	242	51,234
Master's Degree	1	0	0	2	2	1	2	0	0	8	52,036
Bachelor's +18 Hrs	1	0	0	0	0	0	0	0	0	1	25,227
Missing Data	0	0	0	0	0	1	1	0	0	2	-
TOTAL	2	25	35	43	80	60	29	22	6	302	\$52,438

TOTAL YEARS OF EXPERIENCE											
0-4	2	21	14	14	11	2	1	0	0	65	\$43,560
5-9	0	4	20	9	12	2	0	0	0	47	46,073
10-14	0	0	1	14	14	12	2	0	0	43	52,116
15-19	0	0	0	3	13	7	2	2	1	28	55,771
20-24	0	0	0	1	16	16	7	7	0	47	57,753
25-29	0	0	0	1	11	15	14	9	4	54	60,145
30-34	0	0	0	1	3	4	2	4	1	15	59,856
35-39	0	0	0	0	0	1	0	0	0	1	56,157
Missing Data	0	0	0	0	0	1	1	0	0	2	-
TOTAL	2	25	35	43	80	60	29	22	6	302	\$52,438

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 52,541

% Change in Median

Salary Over One Year = + 2.3%

Maximum Salary

= \$ 76,744

Minimum Salary

= \$ 25,227

Standard Deviation

= \$ 8,660

**SALARY DISTRIBUTION OF DIRECTORS OF INSTRUCTION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	1	0	2	0	0	0	3	\$64,569
2,500-4,999.99	0	0	0	1	0	1	0	2	70,919
5,000-7,499.99	0	0	0	1	0	0	0	1	65,443
7,500-9,999.99	1	0	1	0	2	1	1	6	70,531
10,000-14,999.99	0	0	0	0	0	0	0	0	-
15,000-19,999.99	0	0	0	0	1	3	0	4	76,551
20,000-24,999.99	0	0	0	0	2	1	0	3	74,679
25,000-29,999.99	0	0	0	1	0	1	0	2	72,704
30,000 +	0	0	0	0	0	0	0	0	-
TOTAL	1	1	1	5	5	7	1	21	\$71,420

LENGTH OF CONTRACT									
12 Months	0	1	1	3	3	3	0	11	\$69,843
11 Months	1	0	0	1	1	4	1	8	73,833
10 Months	0	0	0	1	0	0	0	1	66,408
9 Months	0	0	0	0	1	0	0	1	74,469
TOTAL	1	1	1	5	5	7	1	21	\$71,420

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	3	2	2	1	8	\$73,513
Master's + 30 Hrs	1	0	1	2	1	3	0	8	69,034
Master's Degree	0	1	0	0	2	2	0	5	71,889
TOTAL	1	1	1	5	5	7	1	21	\$71,420

TOTAL YEARS OF EXPERIENCE									
0-4	0	0	0	0	0	0	0	0	-
5-9	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	-
15-19	0	1	0	1	0	1	1	4	\$71,645
20-24	0	0	0	1	3	2	0	6	73,383
25-29	0	0	0	1	0	1	0	2	74,073
30-34	1	0	1	2	2	1	0	7	67,219
35-39	0	0	0	0	0	2	0	2	77,133
TOTAL	1	1	1	5	5	7	1	21	\$71,420

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 74,358
 % Change in Median
 Salary Over One Year = + 4.4%

Maximum Salary = \$ 86,349
 Minimum Salary = \$ 50,000
 Standard Deviation = \$ 8,193

**SALARY DISTRIBUTION OF SUPERVISORS OF ELEMENTARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM							
0-2,499.99	0	0	0	0	0	0	-
2,500-4,999.99	0	1	0	2	0	3	\$79,081
5,000-7,499.99	0	2	0	0	0	2	71,191
7,500-9,999.99	1	1	1	1	0	4	74,742
10,000-14,999.99	0	0	0	2	0	2	81,909
15,000-19,999.99	0	0	0	0	0	0	-
20,000-24,999.99	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	1	2	3	84,284
30,000 +	0	0	0	0	0	0	-
TOTAL	1	4	1	6	2	14	\$78,233

LENGTH OF CONTRACT							
12 Months	0	3	1	6	2	12	\$79,898
11 Months	0	1	0	0	0	1	71,415
10 Months	0	0	0	0	0	0	-
9 Months	1	0	0	0	0	1	62,071
TOTAL	1	4	1	6	2	14	\$78,233

EDUCATIONAL LEVEL							
Doctorate Degree	0	1	0	1	0	2	\$78,149
Master's + 30 Hrs	1	3	0	5	2	11	78,470
Master's Degree	0	0	1	0	0	1	75,790
TOTAL	1	4	1	6	2	14	\$78,233

TOTAL YEARS OF EXPERIENCE							
0-4	0	0	0	0	0	0	-
5-9	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	-
15-19	0	0	0	0	1	1	\$85,166
20-24	1	0	0	2	0	3	77,395
25-29	0	3	1	0	0	4	72,989
30-34	0	1	0	4	1	6	80,992
TOTAL	1	4	1	6	2	14	\$78,233

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 80,903
 % Change in Median
 Salary Over One Year = + 0.7%

Maximum Salary = \$ 85,166
 Minimum Salary = \$ 65,071
 Standard Deviation = \$ 6,371

**SALARY DISTRIBUTION OF SUPERVISORS OF SECONDARY EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$65,000	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	\$90,000 to \$94,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	0	0	0	0	0	0	-
2,500-4,999.99	0	0	1	0	0	0	1	2	\$81,837
5,000-7,499.99	2	3	1	0	0	0	0	6	62,408
7,500-9,999.99	0	0	1	3	1	0	0	5	78,357
10,000-14,999.99	0	0	0	0	1	1	0	2	85,635
15,000-19,999.99	0	1	0	1	0	1	0	3	76,849
20,000-24,999.99	0	0	0	0	0	0	0	0	-
25,000-29,999.99	0	0	0	1	0	1	0	2	84,682
30,000 +	0	0	0	0	0	0	0	0	-
TOTAL	2	4	3	5	2	3	1	20	\$75,054

LENGTH OF CONTRACT									
12 Months	0	2	2	3	2	3	1	13	\$79,732
11 Months	0	2	1	2	0	0	0	5	72,313
10 Months	1	0	0	0	0	0	0	1	44,916
9 Months	1	0	0	0	0	0	0	1	58,087
TOTAL	2	4	3	5	2	3	1	20	\$75,054

EDUCATIONAL LEVEL									
Doctorate Degree	0	1	0	1	1	1	1	5	\$81,437
Master's + 30 Hrs	0	3	3	3	1	1	0	11	74,685
Master's Degree	1	0	0	1	0	1	0	3	75,817
Bachelor's +18 Hrs	1	0	0	0	0	0	0	1	44,916
TOTAL	2	4	3	5	2	3	1	20	\$75,054

TOTAL YEARS OF EXPERIENCE									
0-4	0	0	0	0	0	0	0	0	-
5-9	0	0	0	0	0	0	0	0	-
10-14	0	0	0	0	0	0	0	0	-
15-19	1	0	0	0	0	0	0	1	\$44,916
20-24	0	0	1	1	0	1	0	3	79,244
25-29	0	1	1	3	1	1	0	7	78,045
30-34	1	3	0	1	0	1	1	7	73,516
35-39	0	0	1	0	0	0	0	1	74,790
40-44	0	0	0	0	1	0	0	1	82,718
TOTAL	2	4	3	5	2	3	1	20	\$75,054

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 78,093
 % Change in Median
 Salary Over One Year = + 1.7%

Maximum Salary = \$ 93,438
 Minimum Salary = \$ 44,916
 Standard Deviation = \$ 11,564

**SALARY DISTRIBUTION OF SUPERVISORS OF ADULT EDUCATION BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	1	1	1	2	1	0	6	\$67,920
2,500-4,999.99	1	2	0	3	0	0	0	6	62,749
5,000-7,499.99	2	0	0	0	0	0	0	2	43,053
7,500-9,999.99	0	0	0	2	2	0	0	4	70,661
10,000-14,999.99	0	0	1	0	1	1	0	3	70,379
15,000-19,999.99	0	0	0	2	0	1	0	3	70,362
20,000-24,999.99	1	0	2	0	0	0	0	3	57,888
25,000-29,999.99	0	0	1	0	0	0	0	1	63,577
30,000 +	0	1	1	0	0	0	1	3	68,349
TOTAL	4	4	6	8	5	3	1	31	\$65,073

LENGTH OF CONTRACT									
12 Months	3	2	4	6	5	3	1	24	\$66,552
11 Months	0	1	1	1	0	0	0	3	61,675
10 Months	1	1	1	0	0	0	0	3	56,024
9 Months	0	0	0	1	0	0	0	1	66,944
TOTAL	4	4	6	8	5	3	1	31	\$65,073

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	1	1	1	1	4	\$75,326
Master's + 30 Hrs	1	2	3	4	3	2	0	15	66,029
Master's Degree	2	1	3	3	1	0	0	10	62,177
Bachelor's +18 Hrs	0	1	0	0	0	0	0	1	59,148
Missing Data	1	0	0	0	0	0	0	1	-
TOTAL	4	4	6	8	5	3	1	31	\$65,073

TOTAL YEARS OF EXPERIENCE									
0-4	1	0	0	0	0	0	0	1	\$41,494
5-9	0	0	0	0	0	0	0	0	-
10-14	1	0	0	1	0	0	0	2	56,797
15-19	0	1	1	0	1	1	0	4	66,936
20-24	1	1	3	2	0	0	0	7	63,019
25-29	0	0	0	0	3	0	0	3	72,014
30-34	0	1	1	5	1	2	0	10	68,525
35-39	0	0	1	0	0	0	1	2	74,164
40 +	0	1	0	0	0	0	0	1	57,077
Missing Data	1	0	0	0	0	0	0	1	-
TOTAL	4	4	6	8	5	3	1	31	\$65,073

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 65,188
 % Change in Median
 Salary Over One Year = N/A

Maximum Salary = \$ 83,658
 Minimum Salary = \$ 41,494
 Standard Deviation = \$ 9,430

**SALARY DISTRIBUTION OF DIRECTORS OF SPECIAL SERVICES BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$55,000	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	\$80,000 to \$84,999	\$85,000 to \$89,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM										
0-2,499.99	2	0	0	6	1	0	0	0	9	\$62,748
2,500-4,999.99	0	2	2	3	5	1	1	0	14	69,091
5,000-7,499.99	0	1	0	4	1	0	0	0	6	66,244
7,500-9,999.99	0	0	2	1	2	4	1	0	10	73,448
10,000-14,999.99	0	0	0	0	3	1	1	0	5	76,177
15,000-19,999.99	0	2	1	2	0	0	2	1	8	70,550
20,000-24,999.99	0	0	0	0	1	0	0	1	2	79,263
25,000-29,999.99	0	0	0	0	0	3	0	0	3	78,086
30,000 +	0	0	0	0	0	1	0	0	1	77,737
TOTAL	2	5	5	16	13	10	5	2	58	\$70,341

LENGTH OF CONTRACT										
12 Months	1	4	4	12	13	9	5	1	49	\$71,119
11 Months	0	0	0	2	0	1	0	1	4	74,649
10 Months	0	0	0	2	0	0	0	0	2	66,500
9 Months	1	1	1	0	0	0	0	0	3	54,449
TOTAL	2	5	5	16	13	10	5	2	58	\$70,341

EDUCATIONAL LEVEL										
Doctorate Degree	0	1	1	3	3	4	3	1	16	\$74,356
Master's + 30 Hrs	1	2	3	12	10	4	2	1	35	70,016
Master's Degree	1	1	1	1	0	1	0	0	5	61,247
Missing Data	0	1	0	0	0	1	0	0	2	-
TOTAL	2	5	5	16	13	10	5	2	58	\$70,341

TOTAL YEARS OF EXPERIENCE										
0-4	0	0	0	0	0	0	0	0	0	-
5-9	1	1	1	0	0	0	0	0	3	\$54,757
10-14	1	0	0	2	0	1	0	0	4	65,354
15-19	0	0	1	3	1	0	1	0	6	70,103
20-24	0	0	1	1	6	0	1	0	9	71,707
25-29	0	2	1	5	3	4	3	0	18	71,964
30-34	0	1	1	5	2	4	0	1	14	71,732
35-39	0	0	0	0	1	0	0	1	2	77,606
Missing Data	0	1	0	0	0	1	0	0	2	-
TOTAL	2	5	5	16	13	10	5	2	58	\$70,341

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 70,074
 % Change in Median
 Salary Over One Year = + 1.3%

Maximum Salary = \$ 88,260
 Minimum Salary = \$ 39,708
 Standard Deviation = \$ 8,921

**SALARY DISTRIBUTION OF DIRECTORS OF EARLY CHILDHOOD DEVELOPMENT BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$50,000	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 to \$79,999	TOTAL	Average Salary
DISTRICT 45-DAY ADM									
0-2,499.99	0	0	1	0	0	0	0	1	\$56,530
2,500-4,999.99	0	1	0	0	0	1	0	2	64,215
5,000-7,499.99	0	0	0	0	0	0	0	0	-
7,500-9,999.99	1	0	0	1	0	0	2	4	65,653
10,000-14,999.99	0	0	0	1	0	0	0	1	61,132
15,000-19,999.99	0	0	0	0	0	0	1	1	75,820
20,000-24,999.99	0	0	0	0	0	0	1	1	76,685
25,000-29,999.99	0	0	0	0	0	0	0	0	-
30,000 +	0	1	0	1	0	0	0	2	58,403
TOTAL	1	2	1	3	0	1	4	12	\$64,834

LENGTH OF CONTRACT									
12 Months	1	2	1	3	0	1	2	10	\$62,263
11 Months	0	0	0	0	0	0	2	2	77,692
10 Months	0	0	0	0	0	0	0	0	-
9 Months	0	0	0	0	0	0	0	0	-
TOTAL	1	2	1	3	0	1	4	12	\$64,834

EDUCATIONAL LEVEL									
Doctorate Degree	0	0	0	0	0	0	0	0	-
Master's + 30 Hrs	0	1	1	1	0	1	3	7	\$68,754
Master's Degree	0	1	0	2	0	0	1	4	63,984
Bachelor's +18 Hrs	1	0	0	0	0	0	0	1	40,800
TOTAL	1	2	1	3	0	1	4	12	\$64,834

TOTAL YEARS OF EXPERIENCE									
0-4	0	0	0	0	0	0	0	0	-
5-9	0	0	0	0	0	0	0	0	-
10-14	1	1	0	1	0	0	0	3	\$52,057
15-19	0	0	0	1	0	0	2	3	72,250
20-24	0	1	0	1	0	0	1	3	64,855
25-29	0	0	1	0	0	0	1	2	68,047
30-34	0	0	0	0	0	1	0	1	74,430
TOTAL	1	2	1	3	0	1	4	12	\$64,834

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 63,406
 % Change in Median
 Salary Over One Year = N/A

Maximum Salary = \$ 79,564
 Minimum Salary = \$ 40,800
 Standard Deviation = \$ 12,206

**SALARY DISTRIBUTION OF CONSULTANTS/COORDINATORS BASED ON
DISTRICT AVERAGE DAILY MEMBERSHIP (ADM), LENGTH OF CONTRACT, EDUCATIONAL LEVEL, AND TOTAL YEARS OF EXPERIENCE
2002-03**

Salary Distribution Based On:	Less Than \$40,000	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$54,999	\$55,000 to \$59,999	\$60,000 to \$64,999	\$65,000 to \$69,999	\$70,000 to \$74,999	\$75,000 +	TOTAL	Average Salary
DISTRICT 45-DAY ADM											
0-2,499.99	3	3	3	3	2	1	1	0	0	16	\$47,703
2,500-4,999.99	1	2	4	4	5	4	2	1	1	24	56,348
5,000-7,499.99	0	0	1	4	0	6	2	0	1	14	60,869
7,500-9,999.99	2	2	1	6	3	5	4	5	2	30	59,092
10,000-14,999.99	2	2	0	4	10	2	6	5	3	34	60,517
15,000-19,999.99	0	0	2	0	2	1	6	5	0	16	65,061
20,000-24,999.99	1	3	5	6	8	3	2	2	1	31	55,167
25,000-29,999.99	1	0	3	3	3	11	15	4	3	43	63,131
30,000 +	0	0	4	5	19	19	6	0	1	54	59,664
TOTAL	10	12	23	35	52	52	44	22	12	262	\$59,106

LENGTH OF CONTRACT											
12 Months	2	3	1	7	33	41	32	17	10	146	\$63,272
11 Months	1	1	5	8	10	7	10	5	2	49	59,776
10 Months	2	3	12	14	9	1	0	0	0	41	50,586
9 Months	5	5	5	6	0	3	2	0	0	26	47,883
TOTAL	10	12	23	35	52	52	44	22	12	262	\$59,106

EDUCATIONAL LEVEL											
Doctorate Degree	0	0	0	0	1	2	6	5	3	17	\$69,528
Master's + 30 Hrs	0	3	6	18	27	29	32	14	6	135	61,911
Master's Degree	6	5	11	13	20	21	6	3	3	88	56,036
Bachelor's +18 Hrs	0	3	5	1	4	0	0	0	0	13	49,785
Bachelor's Degree	1	0	0	1	0	0	0	0	0	2	45,477
Missing Data	3	1	1	2	0	0	0	0	0	7	-
TOTAL	10	12	23	35	52	52	44	22	12	262	\$59,106

TOTAL YEARS OF EXPERIENCE											
0-4	2	2	0	0	0	0	0	0	0	4	\$37,517
5-9	2	5	5	1	3	1	0	0	0	17	47,614
10-14	1	2	5	8	6	3	2	0	0	27	53,855
15-19	1	1	2	4	9	7	5	0	0	29	57,244
20-24	1	1	2	10	14	14	2	5	0	49	58,760
25-29	0	0	4	7	11	21	20	11	7	81	64,196
30-34	0	0	2	3	7	5	12	6	3	38	64,002
35-39	0	0	1	0	2	1	3	0	2	9	64,346
40-44	0	0	1	0	0	0	0	0	0	1	45,311
Missing Data	3	1	1	2	0	0	0	0	0	7	-
TOTAL	10	12	23	35	52	52	44	22	12	262	\$59,106

ADDITIONAL DESCRIPTIVE STATISTICS

Median Salary = \$ 59,700
 % Change in Median
 Salary Over One Year = - 0.7%

Maximum Salary = \$ 85,149
 Minimum Salary = \$ 23,000
 Standard Deviation = \$ 10,370

ADDITIONAL DESCRIPTIVE STATISTICS 2002–03 School Year

This information is provided for those positions with missing data that make detailed comparisons of salary by education or experience impractical and those positions with fewer than ten individuals meeting the criteria for inclusion in this report. Only individuals employed full time in the position (1.0 FTE) with a contract length of 190 days or more are included. Annual salary figures exclude extracurricular supplements and bonus and incentive pay.

DIRECTORS OF CAREER AND TECHNOLOGY EDUCATION

Number	=	8	Maximum Salary	=	\$ 74,250
Median Salary	=	\$ 67,744	Minimum Salary	=	\$ 28,941
Average Salary	=	\$ 63,042	% Change in Median		
Standard Deviation	=	\$ 14,383	Salary Over One Year	=	– 0.8%

DIRECTORS OF ADULT EDUCATION

Number	=	17	Maximum Salary	=	\$ 80,486
Median Salary	=	\$ 68,861	Minimum Salary	=	\$ 34,890
Average Salary	=	\$ 67,352	% Change in Median		
Standard Deviation	=	\$ 10,890	Salary Over One Year	=	N/A

DIRECTORS OF TECHNOLOGY

Number	=	26	Maximum Salary	=	\$ 85,166
Median Salary	=	\$ 66,169	Minimum Salary	=	\$ 45,162
Average Salary	=	\$ 66,183	% Change in Median		
Standard Deviation	=	\$ 11,022	Salary Over One Year	=	N/A

EDUCATIONAL EVALUATORS

Number	=	10	Maximum Salary	=	\$ 81,153
Median Salary	=	\$ 55,814	Minimum Salary	=	\$ 36,670
Average Salary	=	\$ 59,290	% Change in Median		
Standard Deviation	=	\$ 14,284	Salary Over One Year	=	+ 15.5%

JOB PLACEMENT COORDINATORS

Number	=	12	Maximum Salary	=	\$ 75,240
Median Salary	=	\$ 56,642	Minimum Salary	=	\$ 34,831
Average Salary	=	\$ 58,236	% Change in Median		
Standard Deviation	=	\$ 11,902	Salary Over One Year	=	+ 4.8%

LITERACY COACHES

Number	=	43	Maximum Salary	=	\$ 63,465
Median Salary	=	\$ 50,000	Minimum Salary	=	\$ 30,612
Average Salary	=	\$ 50,109	% Change in Median		
Standard Deviation	=	\$ 6,098	Salary Over One Year	=	N/A

ADDITIONAL DESCRIPTIVE STATISTICS **2002-03 School Year**

GRANT WRITERS

Number	=	7	Maximum Salary	=	\$ 74,949
Median Salary	=	\$ 49,795	Minimum Salary	=	\$ 40,000
Average Salary	=	\$ 56,940	% Change in Median		
Standard Deviation	=	\$ 14,637	Salary Over One Year	=	N/A

DIRECTORS OF FINANCE/BUSINESS MANAGERS

Number	=	31	Maximum Salary	=	\$ 95,000
Median Salary	=	\$ 70,156	Minimum Salary	=	\$ 32,938
Average Salary	=	\$ 67,745	% Change in Median		
Standard Deviation	=	\$ 17,141	Salary Over One Year	=	N/A

FOOD SERVICE DIRECTORS

Number	=	26	Maximum Salary	=	\$ 77,265
Median Salary	=	\$ 56,169	Minimum Salary	=	\$ 23,561
Average Salary	=	\$ 54,340	% Change in Median		
Standard Deviation	=	\$ 13,500	Salary Over One Year	=	+ 3.1%

DIRECTORS OF TRANSPORTATION

Number	=	36	Maximum Salary	=	\$ 81,832
Median Salary	=	\$ 49,798	Minimum Salary	=	\$ 19,269
Average Salary	=	\$ 50,455	% Change in Median		
Standard Deviation	=	\$ 17,659	Salary Over One Year	=	N/A

DIRECTORS OF MAINTENANCE

Number	=	32	Maximum Salary	=	\$ 85,212
Median Salary	=	\$ 61,630	Minimum Salary	=	\$ 37,314
Average Salary	=	\$ 58,744	% Change in Median		
Standard Deviation	=	\$ 12,852	Salary Over One Year	=	N/A

DISTRICT ACCOUNTANTS/ACCOUNTING MANAGERS

Number	=	19	Maximum Salary	=	\$ 66,737
Median Salary	=	\$ 47,071	Minimum Salary	=	\$ 25,762
Average Salary	=	\$ 45,722	% Change in Median		
Standard Deviation	=	\$ 12,498	Salary Over One Year	=	- 2.1%

SUPERVISORS OF PAYROLL

Number	=	10	Maximum Salary	=	\$ 43,350
Median Salary	=	\$ 36,948	Minimum Salary	=	\$ 24,000
Average Salary	=	\$ 36,252	% Change in Median		
Standard Deviation	=	\$ 5,291	Salary Over One Year	=	N/A

ADDITIONAL DESCRIPTIVE STATISTICS **2002-03 School Year**

BOOKKEEPERS

Number	=	9	Maximum Salary	=	\$ 29,595
Median Salary	=	\$ 23,237	Minimum Salary	=	\$ 21,155
Average Salary	=	\$ 24,165	% Change in Median		
Standard Deviation	=	\$ 2,797	Salary Over One Year	=	0%

PURCHASING AGENTS

Number	=	14	Maximum Salary	=	\$ 68,900
Median Salary	=	\$ 47,440	Minimum Salary	=	\$ 31,579
Average Salary	=	\$ 48,940	% Change in Median		
Standard Deviation	=	\$ 13,382	Salary Over One Year	=	0%

DIRECTORS OF STUDENT SERVICES

Number	=	32	Maximum Salary	=	\$ 96,079
Median Salary	=	\$ 55,137	Minimum Salary	=	\$ 26,334
Average Salary	=	\$ 56,824	% Change in Median		
Standard Deviation	=	\$ 17,438	Salary Over One Year	=	N/A

SCHOOL NURSES

Number	=	472	Maximum Salary	=	\$ 55,332
Median Salary	=	\$ 30,968	Minimum Salary	=	\$ 12,385
Average Salary	=	\$ 30,936	% Change in Median		
Standard Deviation	=	\$ 6,257	Salary Over One Year	=	0%

SPEECH THERAPISTS

Number	=	507	Maximum Salary	=	\$ 64,490
Median Salary	=	\$ 40,193	Minimum Salary	=	\$ 25,762
Average Salary	=	\$ 41,011	% Change in Median		
Standard Deviation	=	\$ 7,832	Salary Over One Year	=	- 1.9%

OCCUPATIONAL/PHYSICAL THERAPISTS

Number	=	108	Maximum Salary	=	\$ 76,449
Median Salary	=	\$ 45,725	Minimum Salary	=	\$ 25,260
Average Salary	=	\$ 44,891	% Change in Median		
Standard Deviation	=	\$ 8,834	Salary Over One Year	=	+ 1.9%

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INDEX OF CHANGES, 2002-03 SCHOOL YEAR

NEW POSITIONS ADDED TO THE PCS FILE AND INCLUDED IN THIS REPORT

Director of Adult Education
Director of Technology
Director of Student Services
Grant Writer
Literacy Coach

POSITIONS MERGED TO CREATE NEW POSITIONS IN THE PCS FILE

Previous Position Titles	New Position Title
Adult Program Coordinator Adult Program Supervisor	Supervisor of Adult Education
Finance Officer/Fiscal Affairs Business Manager	Director of Finance/Business Manager
Superintendent of Buildings & Grounds Maintenance Director	Director of Maintenance
Supervisor of Vehicles Transportation Director	Director of Transportation
Director of Early Childhood Education Director of Child Development	Director of Early Childhood Development

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